10

1948 **File No.** L.C 27/46

P.W. **DEPARTMENT**

B CLASS E(1)(11) **BRANCH**

Subject:— Government Servants
Age of compulsory retirement
for- in P.W.D.
Question No 57 by Mr.
R.N. Maxwell M.L.A.

B[K] 1948

File No. L.C. 27/46

Ftd. Scott. Slip. 94 A

EB

G R., G D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. L-C. 27/46

P. W. DEPT.

E (1) (11) BRANCH.

References :— copies from the original file BCC)

Date.	To whom sent.	Notes and instructions.

Age of compulsory retirement for Government servants in Public Works Department.

*354. Mr.R.N.Mandlik (Kolaba cum Ratnagiri): Will the Honourable Minister for Health and Public Works Department be pleased state.

(a) Whether Government would be pleased to place on the Council table a copy ofthe existing rules regarding the age of compulsory retirement of Government servants;

(b) Whether it is a fact that the age of compulsory re-tirement is 55 complete;

(c) if so, whether all the present employees in the Public Works Department are under 55, without exception;

(d) if any exceptions are there, who are the persons who are above 55;

(e) what are their present ages and salaries;

(f) What are the special grounds on which exception-s were made in their cases by granting them extension or e extensions;

(g) when are they now due to retire?

-------2-------

VERY URGENT

Public Works Department,

No.P.C. 27/46-E(II) Bombay castle, 6th January 1948

Copy forwarded for report to:-

the Superintending Engineers of Circles.

the Electrical Commissioner with the Government of Bombay.

the Electrical Engineer to Government,

the Public Health Engineer to Government,

the Architect to Government (Junior),

the Director Development Department Chawls.

2. Information should be furnished in respect of Non gazetted Government servants only, who have been given either extension of service of have been re-employed after retirement from service.

By order of the Governor of Bombay,

Id.

(D.A.Gadkary),

for Deputy Secretary to the Government
of Bombay Public Works Department

Copies to all Executive Engineers

Issued

8-1-48 Id.

Statement showing the names of re-employed gazetted officers.

Srl. No.	Names of re-employed officers.	present ages	salaries.	Grounds of re-employment.
1.	Rao Bahadur K.D. Kotwal.	57 yrs. 9mths.	Rs.630 Rs.140/- personal pay. Rs. 150/- special pay.	Acute shortage of Technical personnel.
2.	Mr. N.C.Raghvar Dy. Engr.	59 yrs.- 2mths.	Rs.420/-	
3.	Mr. G.Y. Borkar Dy. Engineer.	55yrs.-7 months	Rs. 385/-	

Id. 9-1-48

5

L.C. 27/46/55186

P.W.Deptt.

E.B.(I).

Submitted with ref. to the E.B.(I) note dated the ~~xxxxxx~~ 3-1-48 at p.3 ante.

2 The replies to the various items of question No.354 may perhaps be as follows so far as the re-employed gazetted personnel are concerned. On receipt of the ~~xxx~~ necy information as regards the non-gazetted personnel from the local officers, a consolidated reply to the Secy., Bombay Legislature Deptt. will be put up.

Q. 354 (a).....Pl. see Rule 161 of the B.C.S.R.Manual Vol.I.&C.C., for D. No 3162/33, dated 2-12-47

(b)..... Yes.

(c) ..... Yes, except in the case of re-employed retired personnel.

(d)..... A statement showing the re-employed persons, their present ages and salaries and the special grounds for re-employment is enclosed.

(e))
(f))
( )
)

(g) .....When Govt. thinks it fit to terminate their services.

thro E.B.II

Id.

7

Letter

From E.P.Little, I.S.E.,

Superintending Engineer, S.C.

To

The Secretary to Government ,

Public Works Department,

BOMBAY.

No. G-55

Public Works Department,

Belgaum, 13th January 1948.

Subject:- Age of compulsory retirement for Government servants in P.W.D.

Reference:- Government Endorsement No.L.C.27/46 -E(II), dated 6th January 1948 .

None of the present non-gazetted employees in the P.W.D. in the Southern Circle has been given extension of service after retirement from service

2. There is, however, one subordinate in the out-door establishment, who has been reemployed after furnished below:-

Name:- Mr. P.R.Sathe, permanent Maistry and temporary Sub-Overseer who retired on superannuation pension on 19-12-1947 in the Belgaum Division.

	Years	Months
Present age:-	55	- 1

Salary :- Rs. 55/- P.M .

Special grounds for reemployment :- Has been reemployed as temporary Sub. Overseer in the Belgum Division upto end of March 1948 specially for accele-ating progress on village Water Supply Works which are in full swing and helping the Sub-Divisional Office in completing the scarcity works accou -nts etc., in the Belgaum (R& B) Sub-

Division as Mr. Sathe was in touch with these works and as two permanent overseers resigned service all of a sudden in the Belgaum Division.

E.B.(II)

Id.

Superintending Engineer , S.C

for disposal Pl.see Pr. No. 2852

No. IHS/ 74 of 1948.

office of the Director, D.D.Chawls,

P.W.D. Secretariat, Fort,

Bombay, 15th January 1948.

To

The Secretary to Government,

Public Works Department, Bombay.

Subject:- Age of Compulsory retirement for Government servants in Public Works Department.

Reference: Government endorsement No.L.C. 27/46-E(II) dated 6-1-1948.

2. With the exception of one clerk all staff employed in D.D.Chawls Section are under 55 years. The details about him are given below:-

Name :- Mr. V.M.Kuber, Chawls Superintendent, D.D.Chawls, retired on superannuation on 15-9-1945 was reemployed as a clerk on 15-10- 1945-

Age- next birth day:- 58.

Pay :- Rs. 133.

Reason for reemployment:-On special work of preparing service rolls of sweepers who were made-permanent . The work could not be entrusted to new hands

Date of discharge from duty :- 29-2-1948

Id.

Director, D.D. Chawls.

E.B. (II)

for disposal Pl. see S.N. 2852

List showing information in respect of non-gazetted Government Servants in the

Electrical Circle who have been re-employed after retirement from ~~xxxixxx xxxxixx~~ service.

Name.	Date on which retired from Government service.	Date from which re-employed.	Date upto which re-employed.	present age (Years)	Salarry p.m.	Remarks.
1. Mr. K.B.Shirke.	23-12-1946 ~~XX~~ A.N.	24-12-1946 B.N.	23-3-1948 A.N.	56	Rs. 190/- 25/- Special pay 10/- T. Addl. pay	Mr.K.B.Shirke retired on superannution pennion on 24-12-46, B.N. as Head Draftsman. as nosuitable qualified and ~~xxp~~ experienced candidated for the post of Head Draftsman is available, he has been re-employed on the same ~~xx~~ rate of pay and allowances as he was drawing at the time of retirem -ement.
2.Mr. J.A.Barrett.	5-1-1948 A.N.	6-1-1948 B.N.	5-7-1948 ~~XXX~~. A.N.	55	364/-	Mr. J.A.Barrett retired on superannuati tion pension on 6-1-48 B.N. as Electrical Supervisor. As the Exec. Engineer, ~~Xxxx~~ Eled. Divn. has found it difficult to obtain a qualified a and experienced candidate for appointment as an Electrical Supervisor he has been re-employed in the interest of Public service.

Id.
Electrical Engineer to Govt.

No. G. 84/ 3387 of 1948

P.W.D. Offices, Churchgate Street

Fort, Bombay, 15ht January 1948.

To

The Secretary to Government,

Public Works Department, Bombay.

Re:- Age of compulsory retirement for Government servants in the Public Works Department

Reference :- Government endorsement, Public Works Depa-rtment, No.L.C. 27/46-E(II) dated the 6th January 1948

2. A list showing therein information in respect of non gazetted Government servants in the Electrical Circ-cle who have been re-employed after retirement from servi-ce, is enclosed.

Id.

Electrical Engineer to Govt.

Encl; 1 List.

No. C.B./352 of 1948

Poona 14th January 1948 P.W.D. ~~No~~

Province Bombay Branch -Roads & Bridges Division

Poona East

Dated January 1948

Name of return Information in respect of Non-Gazetted Govt. Servant only ~~in~~ who have been given either extensions of Service or have been re-employed after Nil retirement from service

Singnature and

Designa tion of Officer Executive Engineer

Poona East Division

Id. 13-1-48

The Deputy Secretary to the Govt. of Bombay

with with refile- to his No. L.C.

27/46-E II

dated 6-1-1948

E.B. (II)

for disposal Pl. see sr. No.2852

Letter

No. E 115/791

Electric Grid Officers,

Foreshore Road,

Bombay, 1 17th Jan. 48.

To

The Secretary to Government,

Public Works Department,

Bombay.

Subject :- Age of compulsory retirement of Government servants in P.W.D.

Reference:. Government endorsement P.W.D.No. L.C. 27/46-E(II) dated 6-1-48.

With reference to Government endorsement cited above I have to state that following 4 members retired from other Governme-nt Departments are re-employed inthis department. Particulars regar-ding their age, present salary, etc. a re mentioned against their names.

Sr. No.	Name of the re-employed Govt. servant and designation of the post held by him.	Age & Birth date.	Salary.
1.	Mr. L.S.Chaudankar, Draftsman (Civil)	Yrs: Months 56 6 (26-7-1891)	Pay Rs. 90/-. Pension Rs. 32/- I.R. Rs. 10/-. D.A.Rs. 35/- C.L.A.Rs. 25/-. Total: Rs. 192/-.
2.	Mr. K.G.Athavle, Head clerk at nadiad.	57 2 (13-11-1890)	Pay Rs. 75-14-0. Pension 69 -2-0. D.A.Rs. 45-0-0 I.R.Rs. 10-0-0 Total: Rs. 299/-
3.	Mr. C.H.Sheth, Senior Accounts Clerk.	56 3 (3/10/1891)	Pay Rs. 47-14-0 Pension 42-2-0 D.A.Rs. 35-0-0 I.R.Rs. 10/0-0 Total Rs. 135/-
4.	Mr. M.N.Naravane, Sub Divisional Clerk.	57 6 (13/7/1890)	Pay Rs. 65/-. I.R.Rs. 10/- D.A.Rs. 35/- Total Rs. 110/-

2. Regarding information at F &G., I have to state that this department is a new organisation and it is essential

to have experienced persons for its efficient running. On account of the derth of experienced persons, service of the members retired from Government service in other departments have to be availed of. These persons will be continued in the posts till suitable substitutes are available.

Id.

For Electrical Commissioner
with the Government of Bombay.

Deccan Irrigation Circle.

List of Government servants reemployed after retirement purely on the temporary basis in the D.I.C.

S. No.	Name	Designation	Division	Date of retirement.	Date of reemployment	Age on 1-1-48 Y.M.D.	pay Rs.	Remarks.
1	Mr. E.V.Naik.	Overseer.	Poona I.& Res.D.	28-5-45	7-7-45	57-7-3	120/-	
2	" V.V.Godse.	Clerk.	Nira Cs.Divn.	24-8-44	25-8-44	58-4-7	60/-	Due to dearth of experienced hands it has become necessary to reemploy these persons. They will, however, be replaced by suitable hands as become available.
3	" D.V.Takale.	Measurer	--do-	19-4-46	20-4-46	57-8-12	25/-	
4	" S.K.Chitnis.	Singnaller.	----do--	24-12-45	22-1-46	57-0-7	31/-	
5	" R.R.Katdare.	Overseer.	Ahmednagar Dn.	17-8-44	18-8-44	58-4-14	160/-	
6	" V.T.Bhide	Clerk	Nasik I.Divn.	1-1-44	1-8-46	59-0-0	30/-	
7	" R.A.Kulkarni	--do-	--do-	25-3-46	26-3-46	56-9-6	40/-	
8	" D.S.Sant.	--dO- Measurer	--dO-	30-6-45	1-7-45	57-6-1	20/-	
9	" S.A.Patwardhan.	Hd.D'man.	Supdg.Engr.'s	31-12-44	1-1-45	58-0-0	180/-	
10	" R.L.Joshi	Sec. Karkun.	office	15-7-47	16-7-47	55-5-16	32/-	
			Ahmednagar Dn.					
11	" N.V.Atre	Measurer	Nira Canal Dn.	21-9-47	15-11-47	55-3-10	15/-	
12	" N.P.Bhalerao	Clerk	Nasik Irrign.Dn.	2-7-47	1-8-47	55-5-29	39/3/-	
13	" K.M.Kulkarni	Signaller.	Poona I.&Res.Dn.	26-9-47	26-9-47	55-3-5	27/14/-	
14	" G.D.Dongre.	Clerk	Nira Canals Dn.	4-10-47	14-11-47	55-2-27	50/-	
15	" B.V.Kumthekar	Signaller	--dO	5-5-47	5-5-47	55-7-26	25/-	
16	" H.N.Deshpande	Clerk	Gangapur S.Dn.	30-6-44	20-9-47	58-6-1	41/2/-	
17	" G.T.Joshi	Sec.Karkun.	Nasik Irrign.Dn.	25-9-47	24-9-47	55-3-3	19/8/-	
18	" R.N.Joshi	Overseer.	---do--	29-6-47	30-6-47	55-10-17	104/5/-	
19	" C.T.Pounnarangam	Store-Keeper	Gangapur S.Dn.	16-12-46	3-10-47	56-0-15	59/6/-	
20	"H.A.Brahme.	Hd.Clerk.	Ahmednagar Dn.	28-9-45	20-9-47	57-3-3	83/4/-	

Id.
Superintending Engineer, D.I.C.

Letter
No. 462

Deccan Irrigation Circle,
Poona 1, 16th January, 1948.

To

The Secretary
to the Government of Bombay,
Public Works Department.

Subject:- Age of compulsory retirement
for Government servants in P.W.D.

Ref :- Govt. Endorsement No. L.C. 27/46-E(II),
dated the 6th January, 1948.

There are no non-gazetted Government servants who have been granted extension of service in this circle. A list of Govt. servants re-employed after retirement purely on the temporary basis is enclosed.

D.A.:-
1 List

Id.
Superintending Engineer, D.I.C.

P.W.D. S. Nos. 2397, 2504, 2540, 2545, 2849,

Submitted together with marginally noted Sr. Nos.

2. Await replies from the remaining officers till the end of this month

Id. 21-1-48

Serial Nos. should be linked together

Id.

22/ 1/48

S.No. 2397
2540. 2849
2504. 2545

Very Urgent
No. G-118-100

Office of the Superintending Engineer, Special Investigation Circle, Poona No.1
20th January 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

--------Age of compulsory retirement for Government servants in Public Works Department.

REference: Government endorsement No.L.C.27/46-E(II) dated the 6th January 1948.

2. There are no cases of ~~xxxx~~ non-gazetted Government servants who have either been given extension of service or been re-employed after retirement from service, in this circle.

Id.

Superintending Engineer,
Special Investigation Circle.

Statement showing the information in respect of services Non-Gazetted Govt. servants who have been either given extension of services or have been re-employed in Broach minor Irriga-tion Division, Broach.
(Yea-r 1947-48).

Serial No.	Names	Name of Deptt. where previously served	Present age Y.M.D.	Date of re-employment	Present salary. Rs.	Whether under extension or re-employment	Reasons for Re-employment	Remarks.
1.	Mr. M.A.Amodia, Overseer.	P.W.D. Surat & Broach Division	57-0-0	9-6-1947	127-30(pay & pension. pay Rs.127-3-0 Pen.Rs. 112-13-0	Under reemployment	For want of sufficient number of experience O/s in this Divn.	
2.	Mr. D.I.Upadhyai, "	P.W.D.Surat & Broach Division	56-0-0	19-11-1947	120-0-0	Under reemployment	-----do--- He has since tendered his resignation	
3.	Mr. N.K.Umerwadia, "	P.W.D.Sura-t & Broach Division	58-0-0	18-12-1947	128-8-0	Reemployed	------do---	
4.	Mr. C.C.Sheth, Sub-Divisional Clerk,	------do------	55-10-0	10-11-1947	32-6-0 Pay & Pension Pay Rs.32-6-0 Pen.Rs.32-10-0 65-0-0	------do---	-------dO---	

No. 235 of 1948.
Office of the Executive Engineer,
Broach Minor Irrigation Division,
Broach, da-ted, 19th January 1948.

F.W.Cs. to the Deputy Secretary to the Government of Bombay, P.W.D. with reference to No. L.C. 27/46-E(II) P.W.D. of 6-1-48.

Id.
Executive Engineer,
Broach Minor Irrigation Division

Copy f.w.cs. to the Director of Agricultural Engineering, B.P. Poona for information with reference to Govt. P.W.D.No.L.C. 27/46-E(II) P.W.D. of 6-1-48

No. G.R. 31 Letter Executive Engineer's Office, Bijapur: 21st January 1948

To

The Deputy Secretary to the Government of Bombay P.W.D. BOMBAY

Subject:- Age of compulsory retirement for Government Servants in P.W.D.

Reference:- Government endorsement No.L.C.27/46-E(II) dated 6-1-48.

No non gazetted Government servants of this Department under me have been either given extension of service or re-employed after retirement from service.

Id.

Executive Engineer,
Bijapur Division

Copy forwarded with compliments, to the Superintending Engineer, Southern Circle Belgaum/Eastern Circle Sholapur, for information

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No. G. 84-719 of 1948

Public Works Department,

Poona,1 30th January 1948.

To

The Chief Engineer and Secretary to Government,
Public Works Department, Bombay.

Subject:- Age of compulsory retirement for Government servants in Public Works Department

Reference:- Govt. endt. No. L.C. 27/46-E(II) of 6-1-48

The age of compulsory retirement of Govt. servant in superior service is 55, while that in case of Inferior servant it is 60 vide Rule 161 (a) and (c) of the Bombay Civil Services Rules Manual, Volume II. There are however no cases of Superior or Inferior Government servants in this circle who have been given either extension of service or have been reemplyed after retirement from ser-

vice

Id.

Superintending Engineer,

Central Circle.

Copy with compliments to the Executive Engineer, Poona West, Poona East, Nasik, East Khandesh and West Khandesh Dn. in continuation of this office No. G. 84/241 of 12-1-48

SErial Nos.

3446
3581
4507
5508

Express Letter

L.C. 27/46
5508

From

Bomworks, Bombay.

To

The S.E.s, Bombay, & Eastern Circles

The P.H.E. to Govt.

The Archt. to Govt.

No. L.C. 27/46 . E(II). P.W.D.,

B.C., 5th Feb. 1948

Subject- Age of compulsory retirement for Govt. servants in P.W.D.

Refce: G.E.No. L.C. 27/46-E(II) dated The 6-1-48, re: Council question on the above subject

2. Please submit your report without further delay

Id.

4-2-48

No. G-43(a) 1116 Public Works Department,
Bombay, 4th February 1948.

To

The Secretary to Government,
Public Works Department.
B o m b a y .

Subject.- Council Question 354, regarding age of compulsory retirement for Government servants in the Public Works Depa rtment.

Reference: Government Endorsement, Public Works Department No. L.C. 27/46-E of 6th January 1948.

2. As far as the Bombay Circle is concerned, the replies to querries (b) to (g) of the above Council Question are detailed as under:-

(i) Query (b)- As will be seen from rule 161(a) of Bombay Civil services Rules Manual, Volume I, the age of compulsory retirement of all Non-gazetted Government servants except Inferior servants is 55 years. For the latter, the age of retirement is 60 years

(ii) Query (c)- All the non-gazetted employees borne on the permanent or temporary establishment of this Circle, are are under 55 years of age, with the exception mentioned below.

(iii) Query (d)- To meet the needs of the Department owing to opening of new sub-divisions, some exceptions had to made and the following persons who are above the age of 55, were required to be re-employed in service on the temporary establishment after their superannuation.They have not been given extension of service.

i Mr. W.D.Desai, Clerk,
ii " L.R.Joshi, Clerk, } South Thana Division
iii " D.C.Patil, Clerk ,

iv. Mr. D.M.Phadke, Draftsman, Building projects Division No. 1, Poona.

(iv) Query (e)- The present ages and salaries of the above four persons are given below:-

(P.T.O.)

Name.	Age. Years.	Pay per mensem.
1. Mr.W.D.Desai.	61	Rs.65/- Plus Rs. 10 temporary additinnal pay.
ii Mr. L.R.Joshi	55½	Rs.36/- Plus Rs.5 temporary additional pay plus Rs.38/15/- pension
iii Mr. D.C.Patil.	61	Rs.29/2/- Plus 5/- temporary additional pay.
iv. Mr.D.M.Phadke,	55½	Rs.90/- Plus Rs.10/- temporary additional pay

(v) Query (f) The special grounds on which the above four persons in question were required to be re-employed are the non-avai -lability of suitable and qualified men, and in the interest of the public service from point of view of administrative effeciency

(vi) Query (g). The sanctioned period of re-emplomont of the above four persons is upto the 31st August 1949

Sd.

Superintending Engineer, B.C.

No 414/ of 1948.

Office of the Supdtg. Engineer, N.C.

Bungalow No.1-A, Cantonment,

Ahmedabad, 3rd Feb. 1948.

To,

The Secretary to Government of Bombay,

Public Works Department,

B O M B A Y.

Subject: Age of compulsory retirement for Govt. servants in P.W.D.

Reference: Govt. Letter No. L.C. 27/46-E II, dated 6-1-1948.

* * * * * * * * *

The information so far as this circle is concerned is as under:-

(a) Not to be replied by this office

(b) The age of compulsory retirement of Government servants is 55 years ~~xx~~ except in the case of inferior servants for whom the limit is 60 years vide Rule 161 (c).

c) Yes

d) Does not arise.

e)------ --do---

f) ---------do--

g)----------do--

Sd.

Superintending Engineer,

Northern Circle.

Letter No. G. 43(a)/1205
Public Works Department,
Bombay, 9th February 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Age of compulsory retirement of Government servants in the P.W.D.

Reference:- Government P.W.D. Letter (Express) No. L.C. 27/46-E(II) dated 5-2-1948

2. The Council Qeustion has been replied to in this office letter No.G.43(a)1116 dated 4-2-1948.

Id.

Superintending Engineer.

Bombay Circle.

2. The Council Qeustion has been replied to in this office letter No.G.43(a)1116 dated 4-2-1948.

Id

Superintending Engineer

Bombay Circle

No. 98 of 1947.

Office of the
Architect to Government (Junior)
Public Works Department,
Bombay, 22nd February 1947.

To

The Secretary to Government,

Public Works Department, Bombay.

Subject:- Re-employment of Mr. A.P.Lobo

Reference:- Government Letter No. 4286/36-III-E(II), dated the 31st October 1946.

2. I have not yet secured the services of a capable and experienced man to replace Mr. A.P.Lobo as Head Clerk of this office and it is difficult to say when I may be able to do so as it is not at all easy to find a suitable man with necessary experience, knowledge of office procedure, Government Rules etc. I am therefore confronted with a problem which cannot be solved easily since on the one hand the question of discharging Mr.Lobo the present Head Clerk being a pensioner has arisen and on the other hand it is in the interest of Government that the Head Clerk of this office which has been newly created should be a man having experience of Government work, who is well versed in Rules and Regulations and is able to manage office work with the help of new inexperienced recruits etc. In the circumstances, I have no alternative other than requesting Government to reconsider the decision regarding the discharge of Mr. Lobo from the service in view of the difficulty pointed out above and the reasons detailed in the following paragraphs.

3. My office is a new creation. It has begun to function from 1st May 1946. It is a temporary office sanctioned for five years in the first instance. The services of an experienced and capable Head Clerk are required for running smoothly a new office. Mr. Lobo the present Head Clerk is a capable and experienced man. He has been instrumental in forming my new office and as the formation of a new office entails much work and responsibility he has taken the trouble involved in the setting up of a new office and has assisted me to run it smoothly. But as he is a pensioner and exceeds 60 years of age the question of his discharge from the service has arisen in

view of G.R.F.D.No.3162/33, dated the 10th September 1946. In the second sentence of para 2 of that Resolution it is stated that "In cases in which authorities subordinate to government are competent to sanction such re-employment the special reason of Public interest should be recorded in the sanction-ng order". Mr. Lobo's services are required to be continued in this office in the Public interest for special re-asons no other capable and experienced man is yet available to take his place. Other Government offices do not spare their well experienced men since due to the acute shortage of experienced men at present the Heads of those offices are much handicapped for want of a sufficient number of good hands in their own offices. In the circumstances, the necessity of retaining the services of my present Head Clerk in the Public interest for a special reason is obvious.

4. A new office has to put up with much inconvenience now-a-days probably owing to the conditions created by the War. For instance, books of reference are difficult to be had. The only publication that has been supplied to this office by the Superintendent, Government Printing and Stationery, Bombay, is the Bombay Stationery and Printing Manual Volume I. Other --- Manuals , and Government Publications containing rules and regulations standing orders, instructions etc. which are necessary for the proper disposal of work are not available. The Head Clerk of a new office has therefore to undergo much trouble and difficulty in ensuring efficient despatch of work. my present Head Clerk, However, has tried his best to tide over the difficulties probably owing to his good past experience and capability. Any other less experienced man would be much embarrassed in the task of performing his office duties efficiently. The need for the services of a well experienced and capable Head Clerk in this office is therefore beyond question. This need is further accentuated by the fact that as my establishment is small and lacks in experience the Head the Clerk being the only experienced man has to look to every detail pertaining to the office management unlike other

large Government offices where there are several long service and experience whom usally share with the H the Head Clerk many responsibilities. The services of the present Head Clerk are therefore required in this office in the interest of Government work for a special reason. And now that the responsibilities of this office are being further increased and the existing technical establishment is about to be supplemented in view of the large Post War Reconstruction Programme on which Government has embarked and plans for important schemes costing not less than seven to eight crores of Rupees have to be prepared in this office there is all the greater and more special reason for retaining his services since he is the only experienced man in the clerical section of my office and his discharge at this juncture would be detrimental to the public interest.

5. In the circimstances stated above, I recommend very strongly that Government may be pleased to retain the services of Mr. Lobo my Head Clerk for at least a year and a half more

Sd/- S.J.Narwekar.

Architect to Government (Junior)

True copy

Sd.

for Head Clerk

Paragraph 5 of Letter No. 427, dated the 6th September 1947, from Architect to Government(Junior), addressed to the Secretary to Government, Public Works Department, Bombay.

5. My office is a new creation having been formed from 1st May 1946. The formation of a new office entails much work and responsibility and Mr. Lobo shouldered this responsibility and took the trouble involved in the setting up of the new office and has been assisting me to run it smoothly. He is found very useful and hence it is desirable to continue his services for some time longer, nay his services are required in this office in the public interest for special reasons as stated in detail in my letter No. 98, dated 22nd February 1947 quoted in para 4 above. Mr. Lobo is also physically and mentally quite fit and is very energetic in doing his work promptly. The only objection to his continuing in service is the question of age and for this reason alone I am directed to discharge him as early as possible. But this office being a temporary one, sanctioned for five years from November 1945 i.e. for the period for which the post of Architect to Government(Junior) is sanctioned the prospects of permanent men cannot be at stake here here nor is anybody affected by his continuing in service. Government could therefore relax the enforcement of the rule as affecting the continuation of his Services in a purely temporary office so that the arrangement I have made for running the office and which has worked very satisfactorily may not be disturbed and that I may not be pressed for discharging Mr. Lobo in the immediate future. Furthermore, the fact that the responsibilities of this office are fast increasing by Government undertaking among other works two huge schemes costing over four crores viz. The Expansion of Sassoon Hospital Poona, and the construction of a Medical College and a New Civil Hospital for 1000 beds at Ahmedabad and as these schemes have to be completed very urgently according to the wish of Government

and the Architect to Government (Junior), is required to deal with them, in addition to other large and important works, as quicly as possible with such additional establishment as is necessary, the proposal for its sanction being already before Government, lends great support to the above view that the ex arrangement made by me to run my office smoothly may not be disturbed at this juncture.

True extract.

Sd/-

for Head Clerk.

No. 50 of 1948.

Office of the
Architect to Government,
Public Works Department,
Bombay, 10th January 1948.

To

The Secret-ary to Government,
Public Works Department, Bombay.

Subject:- Age of Compulsory retirement of
Government Servants in the P.W.D.

Reference:- Government endorsement No.L.C. 27/46-E(II),
dated the 6th January 1948.

2. My office was opened from 1st May 1946 and the clerks and draftsmen appointed by me on the temporary establishment are entirely new recruits. There is only one Senior Draftsman-Mr.M.C.Bhatt who holds a permanent place in the P.W.D.Secretariat and who has been transferred to this office from the 7th October 1946. He is not yet due for retirement as he is still under 55 years of age. In this connection, I am to invite attention to Government Circular, Finance Department No.3162/33, dated the 2nd December 1947 in which it is ordered that on account of the shortage of technical and clerical staff the former policy of restricting extensions of service and re-employment within very narrow limits need not be followed rigidly in future.

3. With regard to re-employed personnel, I am to state that there is only one pensioner in my office, and he is Mr.A.P.Lobo my Head Clerk. His case is before Government, vide correspondence ending with my letter No.427, dated the 6th September 1947. I may however, state that Mr. Lobo has been re-employed by me from the 1st May 1946 and from that date this office was opened and has begun to function. As, on appointment in this office as Head Clerk, Mr.Lobo was beyond 60 years of age it was intimated to me in Government U.O. 4286/36/16775, dated the 24th May 1946 that it was proposed to issue general orders forbidding the re-employment of superannuated persons and directing the termination of the services of those who were re-employed and that when those orders would be issued Mr. Lobo's

's

services would have to be discharged. As this office was newly opened and the services of Mr. Lobo were especially required in a new office, I pointed out in my letter No.98, dated the 25th February 1947, copy attached, that it was necessary to retain the services of my Head Clerk in the Public interest for a special reason. I may add in this connection that the re-employme-nt of Mr. Lobo in my office is not to be compared to the re-employment of pensioners in other offices where besides pensioners there are several experienced permanent and temporary employees to help the heads of those offices in the disposal of work. Whereas, Mr. Lobo is the only experienced hand in the clerical branch of my office. For ~~their~~ this reason and those detailed in para 5 of my letter No.427 dated the 6th September 1947 quoted at the beginning of this paragraph, extract attached, I have requested Government to relax the enforcement of rules in the case of re-employment of Mr. Lobo in my office and not to press me to discharge him in the immediate future.

4. Mr. Lobo's pay is Rs. 180 inclusive of pension, in the scale of Rs. 180-10-260.

Sd.

Architect to Government.

URGENT

No.A-1-42/1257 of 1948.

Poona 11th February 1948.

To

The Secretary to Government

Public Works Department,

B O M B A Y

Subject:- Age of compulsory retirement for Government servants in P.W.D.

Reference : Government endorsement P.W.D.No.L.C. 27/46-E(II) of 6th January 1948.

I submit herewith the required information as shown below :-

(a) The existing Rule regarding the age of compulsory retirement for non-gazetted Government servants is Rule 161 of the B.C.S.R. as corrected by correction slip No. 57

(b) Yes, in case of superior establishment and up to age 60 in the case of inferior establishment.

(c) Yes, all the employees in this circle are under 55 years of a ge except one, mentioned below.

(d) Mr. Chhotalal Chhaganlal working as officiating clerk in Government Boring Works Sub-Division , Ahmedabad.

(e) His present age is 57 (completing on 16-2-1948)

His present pay is as under:-

Rs. 45-14-0	Pay
10-0-0	T.A.P.
35-0-0	D.A.
88-14-0	
16-2-0	Pension P.M.
105-0-0	Total (Pay Plus Pension).

(f) The pensioner was re-employed from the date of his superannuation and he has been allowed to continue till 30-9-1948. The reason for his re-employ is dearth of experienced clerical personnel.

(g) He is now due to retire on 30-9-1948.

Id.

Public Health Engineer to Government.

List of non-gazetted government servants re-employed in the Minor Irrigation Circle.

S.No.	Name	Nature of appointment	Present salary after deduction of pension.	Age	Date of appointment in the M.I.C.	Division in which employed.	Remarks.
1.	2.	3.	4.	5.	6.	7.	8.
1.	Mr.S.V.Pimpalkhare	Overseer	121-2-0-20/-	62	25-7-47	Poona M.I.Dn.	
2.	" S.B.Kolhatkar	--dO--	180-8-0	58	11-9-47	---dO----	
3.	" G.T.Paseband	--dO--	110-9-0	59	11-9-47	---do---	
4.	" V.K.Karandikar	--do--	123-2-0	60	29-1-48	-----dO----	
5.	" M.A.Amodia,	--dO--	127-3-0	57	9-6-47	Broach M.I.Dn.	Resigned from 8-2-48
6.	" D.I.Upadhyai	--do--	120-0-0	56	19-11-47	----dO--	
7.	" N.K.Umarwadia	--do--	128-0-0	58	18-12-47	-----do---	
8.	"M.M.Mehta	--do--		57	9-12-47	Ahmedabad M.I.Dn.	
9.	" K.N.Katti,	--do--	130-0-0	56	5-7-47	Belgaum M.I.Dn.	Resigned from 8-2-48
10.	" V.M.Patankar,	Draftsman	120-0-0	59	9-6-47	Poona M.I.Dn.	
11.	" V.V.Agarkar	Tracer	51-0-0	61	11-11-47	-----do---	
12.	" G.K.Akadkar	Senior Clerk	115-0-0	58	10-7-47	-------do---	
13	" M.B.Deo	Clerk	54-4-0	57	1-12-47	Circle office	Resons for re-employment:-
14	" S.A.Rahman	--dO--	46-12-0	57	15-11-47	------do---	(i) Paucity of trained personnel. having P.W.D. experience and knowledge oflocal conditions.

1	2	3	4	5	6	7	8
15	Mr. H.K.Kulkarni	-do-	65-0-0	56	20-7-47	Belgaum M.I.Dn.	
16	" A.B.Kulkarni	Subdn.H.C.	37-0-0	56	1-7-47	Poona M. I.Dn.	
17	" Y.G.Bhat	-do-	53-0-0		24-7-47	--do-	They will be replaced as soon as experienced hands are available
18	R.N. Kale	-do-	40-6-0	58 (about)	1-1-48	---do--	
19	" H.R.Sangvikar	-do- clerk	35-12-0	56	18-7-47	Dharwar M.I.Dn.	
20	" K. G. Kulkarni	-dO-	23-10-0	56	10-10-47	--do-	
21	" C.C.Sgeth	-do-	32-6-0	56	10-11-47	Broach M.I.Dn.	

No. 624/ 1135 of 1948 Poona, 1st April 1948.

Forwarded with compliments to the Secretary to Government, P.W.D. in reference to his endorsement No.L.G. 27/46 -E(II) dated 6-1-48.

Id.

Executive Engineer,

For Director of Agricultural Engineering, B.P. Poona.

Information in respect of non-gazetted Government servants in the Eastern Circle who are re-employed after retirement from service as on 31-3-1948.

S. No.	Name and Designation.	Present age.	Present Salary	Special grounds on which exceptions were made in these cases by granting them extension or extensions.	When they are now due to retire.
1.	Mr. Y.R.Joshi Draftsman.	56 (Complete)	Rs. 56/5/- P.M. (Pay Rs. 110/- minus pension Rs.53-11-0	On account of acute shortage of technical personnel and in view of the fact that qualified men do not seek employment as retired Draftsman in the Public Works Department was Re-employed as Draftsman in the Office of the Executive Engineer, Irrigation Projects Division (Central), Poona.	As soon as emperienced Draftsman or a qualified hand is available for the Draftsman's post the services of Mr. Joshi will be terminated.

Note: There is no person on the non-Gazetted establishment in the Eastern Circle who given extension of service.

Id.
Superintending Engineer,
Eastern Circle.

Letter. No. G.R. 31/ 1761 of 1948.

P.W.D.Eastern Circle Office,

Sholapur: 2nd April 1948.

To,

The Secretary to the Government,

Public Works Department, Bombay.

Subject:- Age of compulsory retirement for Government servants in Public Works Department.

Reference: Government Public Works Department endorsement No. L.C. 27/46-E(II) dated the 6th January 1948.

2. The information in so far as the Eastern Circle is concerned as on 31-3-1948 is given in the enclosed statement.

3. All the present employees in the Eastern Circle are under 55 years of age with exceptions of personnel listed in the Statement.

4. It is at the most impossible to secure qualified hands/ to work as Draftsman, Assistant Draftsman and the like and it will be necessary to continue or hereafter employ retired hands if suitable in these posts.

Accompaniment:

1 Statement.

Id.

Superitending Engineer,

Eastern Circle.

Statement giving information about those who have been re-employed in the Public Works Department after retirement.

Subordinate Government Servants.

S. No.	Name of Government servant.	Designation of Post held.	Present age. Yrs.	Pay Rs. P.M.
1	2	3	4	5
1.	Mr. P.R.Sathe.	Sub-Overseer in the Belgaum Division.	55	55/-
2.	" V.M.Kuber.	Clerk under the Director, Development Department chawls, Bombay.	58	133/-
3.	" K.B.Shirke.	Head Draftsman under the Electrical Engineer to Government.	56	225/-
4.	" J.A.Barrett.	Electrical Supervisor in the Electrical Division.	55	364/-
5.	L.S.Chaudajkar	D'man under the Electrical Commissioner with the Government of Bombay	56	132/-
6.	" K.G.Athavale.	Head-clerk under the Electrical Commissioner with the Government of Bombay	57	155/-
7.	" C.H.Sheth.	Senior Accounts clerk under the electrical Commissioner with the Government of Bombay.	56	100/-
8.	" M.N.Naravane.	Sub-Divisional clerk under the Electrical Commissioner with the Government of Bombay	57	75/-
9.	" E.V.Naik.	Overseer in the Poona Irrigation and Research Division	57	120/-
10.	" V.V.Godse.	Clerk in the Nira Canals Division	58	60/-
11.	" D.V.Takale.	Measurr in the Nira Canals Division	57	25/-
12.	" S.K.Chitnis.	Signaller in the Nira Canals Division	57	31/-
13.	" R.R.Katdare.	Overseer in the Ahmednagar Division	58	160/-
14.	" V.T.Bhide.	Clerk in the Nasik Irrigation Division	59	30/-
15.	" R.A.Kulkarni	-do- -do-	56	41/-
16.	" D.S.Sant.	Measurer in the Nasik Irrigation Division	57	20/-
17.	" S.A.Patwardhan.	Head D'man in the Superintending Engineer, Deccan Irrigation Circle's office.	58	180

1	2.	3.	4	5
18.	Mr. R.L.Joshi	Sectional Karkun in the Ahmednagar Division	55	32/-
19.	" N.V.Atre.	Measurer in the Nira Canals Division.	55	15/-
20.	" N.P.Bhalerao	Clerk in the Nasik Irrigation Division.	55	39/3/-
21.	" K.M.Kulkarni.	Signaller in the Poona Irrigation and Research Division	55	27/14/-
22.	" G.B.Dongre.	Clerk in the Nira Canals Division.	55	50/-
23.	" B.V.Kumthekar.	Signaller in the Nira Canals Division	55	25/-
24.	" H.M.Deshpande.	Clerk in the Gangapur Storage Division	58	41/2/-
25.	" G.T.Joshi.	Sectional Karkun in the Nasik Irrigation Division.	55	19/8/-
26.	" R.N.Joshi.	Overseer in the Nasik Irrigation Division.	55	104/5/-
27.	" C.T.Pounnarangam.	Storekeeper in the Gangapur Storage Division.	56	59/6/-
28.	" H.A.Brahme.	Clerk in the Ahmednagar Division.	57	83/4/-
29.	"W.D.Desai.	Clerk in the South Thana Division.	61	65/-
30.	" L.R.Joshi.	Clerk in the South Thana Division.	55	79/15/-
31.	"D.C.Patil.	--do-- --do--	61	65/-
32.	" D.M.Phadke.	D'man in the Building project Division No. I Poona.	55	100/-
33.	" A.P.Lobo.	Head Clerk in the Office of the Architect to Government.	63	180/-
34.	" Chhotalal Chhaganlal.	Clerk in the Northern Sanitary Division, Ahmedabad.	57	70/-
35.	" Y.R.Joshi.	D'man in the Irrigation Projects Division (Central).	56	110/-
36.	" B.Kashirao.	Typist in the Public Works Department Secretariat.	55	200/-

Id.
26-6-48

Statement giving information about those who have been re-employed as Gazetted officers in the Public Works Department.

Serial No.	Name of Govt. Officer.	Designation of the Post held.	Present age year	Pay per mensem. Rs.
1.	Rao Bahadur K.D.Kotwal.	Executive Engineer and Under Secretary to the Government of Bombay, Public Works Department.	58	950/-
2.	Mr. N.C. Raghvan	Deputy Engineer in charge of the Hubli Electric Under taking, Hubli.	58	420/-
3.	Mr. G.Y. Borkar,	Deputy Engineer, Electrical Branch Electric Sub-Division, Bombay.	56	385/-
4.	Rao Bahadur R.D.Parekh.	Executive Engineer, Irrigation Projects Division (North), Ahmedabad.	57	980/-

B.C.S.R. 161 (a) and (b)

161. (a) Except as otherwise provided in the other clauses of this rule, the date of compulsory retirement of a Government servant, other than an inferior servant, is the date on which he attains the age of 55 years. He may be retained in service after the date of compulsory retirement only with the previous sanction of Government, on public grounds which must be recorded in writing.

(b) A Government servant in inferior service should be required to retire at the age of 60 years. He may not be retainedin service after that age except with the sanction of Government.

Id.

26-4-48

Age of compulsory retirement for Government servants in Public Works Department .

*354.Mr. R.N.Mandilk (Kolaba Cum Ratnagiri):	:	Dr. M.D.D.Gilder.

Will the Honourable Minister for Health and Public Works Department be pleased to state--

(a) whether Government would be pleased to place on the Council table a copy of the existing rules regarding the age of compulsory retirement of Government servants;

(a) B.C.S.R. 161(a) and (b) is as follows-

Enter Rule 161(a) & (b)

(b) whether it is a fact that the age of compulsory retirement is 55 complete;

Yes, except in the case of inferior servants, for whom the age of compulsory retirement is 60 years

(c) if so, whether all the present employees in the Public Works Department are under 55, without exception;

No.

(d) if any exceptions are there, who are the persons who are above 55;

(e) what are their present ages & salaries;

(d) and (e)The requisite information is given in the accompanying statement.

(f) What are the special grounds on which exceptions were made in their cases by granting them extension or extensions;

(f) No extension of service has been granted, but retired persons have been re-employed on a temp. basis due to the shortage of qualified and experienced hands.

(g) when are they now due to retire?

(g) The services of re-employed persons will be terminated, as qualified and experienced hands become available.

No. L.C. 27/46-E(II).
P.W.D.
B.C., 19th May 1948

Forwarded to the Secy. to the Bombay Legislature Deptt., with refce. to his letter No. Q 354, dated the 22-12-1947

By order etc.,

L.C. 27/46/16913 & 1743.

P.W.D.

E.B. (II).

Submitted with a draft reply for approval to the Council question on the basis of the local officers' reports.

2. There are no Govt. servants in this Dept., who have been given extension of service. A number of men have, however, been re-employed on a temp. basis after they had retired from service. Information about them is given in the accompanying statment as required in the council question. The staff in the Minor Irrign. Dept. has not been included in the statement, as this Dept. is not concerned with it. It is within the competence of the local officers to re-employ retired Govt. Servants in non-gazetted posts. In Govt. Circular, F.D., No.3162/33, dated the 2-12-1947, it has been directed that on account of the present shortage of technical and clerical staff, the former policy of restricting extensions of service and re-employment within very narrow limits need not be followed rigidly in future .

Thro'E.B.(I).

H.M. P.W.D. I notice that there are men over 60 continued in the clerical staff. are they necessary?

Id.

8-5-48

.....

Resubmitted with ref. to the H.M.'S Note overleaf.

2. There are three re-employed clerks who exceed the age of 60 years-- one in the office of the Architect to Govt. and two in the South Thana Dn. It is for consideration whether the officers concerned may be asked to terminate the services of the men at the earliest possible date or, if their services are required for some time more, to justify fully their retention for the period

to be specified for the approval of Govt. The draft reply to the Council queation for the period to be specified for the approval of Govt. The draft reply to the Council question may issue and the necessary action will then be taken as above, if so directed.

Id. 11-5-48

.....

Action may be taken as at 'A' after the reply to the Council question is issued.

Id. 11-5-48

The officers will have to be asked to consider whether it is necessary to retain the services of there. These three men since they are over 60 year.

Id. 14-5-48 H.M. P.W.D.

The reply of these officers must be with Govt. before the question is asked i.e. before July.

Id. 17-5-48

Accordingly please do once

17-5-48.

Letter. L.C. 27/46
17343

P.W.Deptt.

Very Urgent. B.C.,19th May 1948.
No. L.C.27/46-E(II).

To

The S.E.,B.C.

The Architect to Govt.

Subject:- Cluncil question re: age of compulsory retirement for Govt. servants in the P.W.D.

Ref.: Govt. endt. No.L.C. 27/46-E(II), dated the 6-1-1948, and your replies thereto.

2. There are three re-employed men who exceed the age of 60 years, viz. the Head Clerk in the office of the Architect to Govt. and two clerks in the South Thana Dn. The re-employment of these three men should be terminated at the earliest possible date and the fact reported to Govt. If, however, this is not possible and if the services of the men are required for some ~~xxxx~~ time more, you are requested to justify fully their retention in service for the period to be specified for the approval of Govt., stating also their birth- dates.

3. The reply to this letter should be submitted to Govt. before the 10-6-1948

By order of the Govr. of Bombay

D.A.-Nil

Copy to the Ex. Engr., South Thana Division.
(Issue above and also reply to Council question).

Id. 18-5-48

.....

L.C. 27/46
17343

E.B.(II) P.W.D.

(P.T.O.)

The S.E.B.C and the Archt. to Govt. have been expidited under No. L.C. 27/46 E (II) dated the 5th June 1948

Id. 5-6-48

7

No. G. 43(a)/4955 Public Works Department,
Bombay 1st June 1948.

To

The Secretary to Government,

Public Works Department

Bombay.

Subject:- Council Question regarding age of compulsory retirement of Government servants in the Public Works Department

Reference:- Government Letter P.W.D.,No. L.C.27/46 -E(II), of 19-5-1948.

2. Arrangements are being made to terminate the services of Messrs. W.D.Desai and D.K.C.Patel, re-employed clerks, mentioned in this office letter No.G.43(a)/1116, dt 4-2-48 who exceed the age of 60 years and it is hoped that their services will be terminated shortly.

Id.

Superintending Engineer,

Bombay Circle.

....

L.C. 27/46
29117

P.W.D.

E.B.(II)

Similar report from the Archt. to Govt. may be awaited.

Id. 7-6-48

VERY URGENT

NO. 238 of 1948

Office of the
Architect to Government,
Public Works Department,
Bombay, 9th June 1948.

To

The Secretary to Government ,
Public Works Department, Bombay.

Subject:- Council question regarding age of compulsory retirement for Government servants in the Public Works Department.

Reference:- Government Letter No.L.C.27/46-E(II), dated the 19th May 1948.

2. I have explained fully the circumstances under which Mr. A.P.Lobo has been employed in this office and given reasons why his services are required to be continued vide please paras 4 and 5 of my letter No.427, dated the 6th September 1947 in response to Government Memorandum No.S.40/34434-E(II), dated the 19th August 1947. The reasons detailed in para 5 of that letter still hold good and the services of Mr. Lobo are required to be continued at least for a year more.I may state further that as my office is entirely a new one and all the employees with the exception of one Senior Draftsman are new recruits who, in view of the purely temporary status of this office seen seem to be trying to improve their prospects by seeking posts elsewhere, some draftsmen having already resigned their appointments and clerks having recently applied for posts in other offices, it is necessary in the interest of this new office and Government work, that at least the Head Clerk should be a very capable and experienced man who can manage the work efficiently with the assistance of new men, and since Mr. Lobo my Head Clerk possesses these qualifications and is also well conversant with Government rules and regulations and knows fully the office procedure the necessity for continuing his services is obvious.

3. In corroboration of what is stated above, I may add that a new office has to put up with much inconvenience for want of many things which are necessary for carrying on the

(P.T.O.)

work efficiently .For instance, books of reference are not available. The Bombay Stationery & Printing Manual Vol.I was the only Publication supplied to this office by the Superintendent, Government Printing & Stationery, Bombay. other Publications could not be had being out of stock. Vol.I of B.C.S.R.Manual has been received only recently. Vol.II of this Manual which is required so often for reference and other publications are not available. The Head Clerk has, therefore, to undergo much difficulty in ensuring efficient despatch of work without the aid of reference books. Mr. Lobo, owing to his good experience, has, however, been able to tide over the difficulties which would have embarrassed seriously a less experienced Head Clerk. The need for continuing the services of Mr. Lobo in this office is, therefore, well-established and it is further accentuated by that fact that as my establishment is small and lacks experience, the Head Clerk being the only experienced man has to see to everything pertaining to the office management and hence a very efficient and capable Head Clerk is necessary for this office, whereas in other large Govt. offices there are several employees with long service and experience who lighten the burden of the Head Clerk by sharing with him many responsibilities. The services of Mr. Lobo are, therefore, required in this office in the interest of Govt. work for a special reason.

4. My appointment was made on 27th December 1945--- but I could open my office only on 1st May 1946 in view of the great difficulty experienced in securing the services of a suitable Head Clerk whose appointment was indispensable for starting a new office.Mr. Lobo was recommended to me about the end of April 1946 as a suitable Head Clerk being a very capable and experienced worker. On learning that his work was appreciated very much by all the Superintending Engineers of the then-Northern Circle under whom he had served I appointed him as my Head Clerk on 1st May 1946, and from that date my new office began to function. But the opening of a new office was not an easy task as it entailed much work and responsibility since everything had to be provided for the new office. Mr. Lobo sh-

shouldered the responsibility and made all the necessary arrangements and thus helped to form the new office and to run it smoothly. The office is now going on smoothly, ~~thus~~ no doubt but I still require the services of Mr. Lobo as will be seen from paras 2 and 3 above. Besides, though his date of birth is 6-4-1883, Mr. Lobo is quite fit physically and mentically and mentally. He is also energetic and quick in disposing of work and performs his duties very satisfactorily. He is also very careful in observing Government instructio-ns rega rding economy in expenditure, judicious use of Stationery etc. It is, therefore, desirable that the services of Mr. Lobo should be continued in this office for a longer period. The only objection to his continuing in service is however, the question of age and for this reason alone the proposal for terminating his services has been mooted. But as this office is a temporary one sanctioned, in the first instance, for five years from November 1945 to October 1950, the prospects of permanent men are not affected here ~~but contrary, he suffers by his continuing in service, on the contrary~~ and efficient way of working are an advaantage to this office which is manned by new recruits. I, therefore, request that Government may be pleased to relax the rule regarding age in his case and allow me to continue the arrangement made to run my office, as it has worked very satisfactorily and it would not be in the interest of Government work to change it so soon in the circumstances stated above. Moreover, the work in this office is increasing. It is not, therefore, desirable in the interest of Government work and of this office to make any change at this stage in the arrangement made for managing this office. I therefore consider that the services fo my Head Clerk should be continued for a longer period and would even request that in ~~xxxx~~ view of the special circumstances of this new office, Government may be pleased to let me continue his services, even as a special case, not only for one year more as proposed in para 2 above but even to the end of the period for which my post is sanctioned i.e. ~~xx~~ to end of October

Id.
Architect to Government.

E.B.(II)

L.C. 27/46
30439.

P.W.D.

Submitted with ref. to G.L. No. L.C. 27/46 -E (II). dated the 19-5-48 and the H.M. P.W.D.'s minute, dated the 17-5-48 preceding it.

2. The question under consideration is reg. the continuance in serice of Mr. A.P.Lobo, Head clerk in the office of the Archt. to Govt. Mr. Lobo is 63 years old.

3. The Arct. to Govt. has recomneded that the services of Mr. Lobo may be continued as a Spl. case upto the end of Oct. 1950. Briefly stated the arguments advanced by the Archt to Govt. for the continuance of Mr. Lobo's services are that his (Mr.Lobo) serices are very useful. On account of his long experience & capability. This is a general argument.

4. The clerical strength of the office of the Archt. to Govt. to as shown below.

	Scale Rs	Date from wh. the post is filled
Head Clerk	220-10-300	1-5-46
Clerk	75-5-140-E.B.-6-200	1-4-47
Typist	--do--	6-5-46
Clerk	--do--	Vacant.

Thus out of the three posts of clerks (besides the Hd. Clerk) two posts are already filled by persons, who have by now gained sufficient experience of the office of the Archt. to Govt.

5. In G.L.No.2119/36-E(II) dated the 3-6-48, instructions have been issued to local officers, that retired persons shd. not to reemployed in selection grade posts they include H.C. clerks posts.

6. With two clerks (out of three) having gained sufficient expenience of the working of the office of

Archt to Govt. then would not ordinarily be much difficulty if the Hd. clerk, who is now 63 years old, is replaced by another experienced clerk, with sufficient knowledge of the P.W.D. working.

7 Orders are requested:-

(I) Whether the recommendation of the Archt. to Govt. to continue Mr. Lobo in serice may be accepted in U.O. consultation with the F.D.

(II) Whether the Arct. to Govt. may be asked to terminate Mr. Lobos serices as early as possible.

Id. 12-6-48

.....

Request of the Arct. to continue the services of Mr. Lobo upto end of Oct. 1950 may not be accepted. He is already 63 and to retain him for a further period of two years appears undesirable. For the special reasons given by the Archt. we may allow him to continue upto February 1949. In the meanwhile, other clerks should be trained to look after the work.

Id.
14-6-48

Secy (I) The post of the Architect to Govt. is a tempy. one sanctioned sometimes upto end of Oct. 1950. The Clerks in this office are thus temporary and it was for this reason that the employment of Mr. Lobo was aallowed. Mr. Lobo is now 63 and it is time that the Architect stated looking working out for a new H.C., as Mr. Lobo cannot be contained in Service in definitely. In case the Architects office is continued beyond 1950. there will be trouble then also. It will therefore be best to continue Mr. Lobo upto Feb. 1949 at the most and thus live him chance to train up his juniors.

Confdl:
U.O. to F.D. dated 15-6-48
with file
S-he

Finance Deptt.

C.Br

Mr. Lobo is a remployed Govt. servant with effect from 15-9-44 ~~xxxxx~~ vide 'A' at p. 165 of P.W.D. file No. S.40 for 1946-47. Normally a Govt. servant in superior seriene should not be retained in ~~xxxxx~~ service beyond the date on which he attains the age of 55 In the case of inferior Govt. servants (now class IV servants) the age is 60 years. Mr. Lobo is already 63 years old. Strictly speaking, these seems no reason why Mr. should further be continued in service eventhough it is the the policy of Govt. to take a liberal attitude in regard to proposals for reemployment of pensioners. In view of what is stated in the letter of the Architect to Govt. dated 9-6-48 the P.W.D. proposal to continue Mr. Lobo in service upto February 1949 only may however accepted the F.D.

Id. 15-6-48

U.O.R. to P.W.D. dated 16-6-48 With P.W.D. file No.s/40 of 1946

E.B. II P.W.D.

Orders extending the period of service of Mr. ~~xxx~~ A.P.Lobo. Head clerk in the office of the Archt. to Govt. have been put up on file No. 4286/36 VII, for approval.

2. These papers may, if appd, be submitted to H.M. P.W.D with ref. to his minute, dated the 17-5-48.

Id. 18-6-48

Sey.(I)

H.M. P.W.D.

E.B. (II)

L.C. 27/46

Files Nos.
S-40 and
4246/36-pt
VII.

30912

P.W.D.

This case together its f. p. below may be sent to the P.A. to the H.M., P.W.D. for the use of the H.M. during the ensuing session of the Council, when the question comes up for a reply

Id. 26-8-48

To P.A. to the H.M., P.W.D. dated 26-8-48

The question having been replied to, the H. fd (reported to the depet.

Id. 13-10-48